



B CORP IMPACT ASSESSMENT REPORT

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A MESSAGE FROM OUR FOUNDER



Tiger Recruitment was founded in 2001 as a bespoke recruitment specialist in London, matching high-calibre jobseekers to employers of choice. Our guiding principles of excellence, positivity, integrity, dedication and gravitas helped us to pave the way for growth into new industry verticals, sector specialisms and international locations.

After two decades, it was exciting to discover B Corporation (B Corp), a movement that so closely aligns with our own vision of how a modern business should operate. It was an easy decision to apply for B Corp certification, and I am immensely proud of what our team has achieved since joining the B Corp network in March 2022.

Being part of a community of like-minded businesses has inspired us to push further with our guiding principles, increasing our commitment to sustainable business; diversity, equity and inclusion; and positive social impact. Since becoming a B Corp, I've seen the team rise to the occasion, devising creative and inspiring initiatives that touch on every area of our working lives. We are continuously reducing our carbon footprint, increasing our investment in charity work, and improving the wellbeing of our staff.

The last two years of innovation were a fantastic start, resulting in two awards for Tiger Recruitment and proving the potential that we and all B Corps have to make a lasting, positive difference to the global working culture. I am excited to see what the future holds as we continue to strive for higher standards at Tiger Recruitment.

David Morel
CEO



OUR B CORP JOURNEY



Achieving certification

B Corp companies are verified to meet high standards of social and environmental performance, transparency, and accountability.

Tiger Recruitment is one of just 25 recruitment organisations based in the UK with [B Corp certification](#). We received a score of 91.8 in our [B Impact Assessment](#), exceeding the median business score of 50.9 and passing the high standards set by the B Lab.

Why work with a B Corp

Tiger Recruitment's B Corp certification means our stakeholders can be confident that our social and business impact is constantly under review. Even before certification, our fundamental values have long incorporated B Corp principles. However, we now have a renewed drive to solidify these principles at the core of our work.

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As we progressed through our B Corp journey, we likened the certification process to corporate therapy. It allowed us to uncover aspects of our company that we were proud of, identify areas for improvement, and explore new activities. This experience taught us valuable lessons and prompted us to continually adjust our practices to expand our positive impact.

NEARLY THREE QUARTERS OF THE UK PUBLIC BELIEVE BUSINESSES SHOULD HAVE A LEGAL RESPONSIBILITY TO THE PLANET AND PEOPLE, ALONGSIDE MAXIMISING PROFITS.

2020 POLL BY B LAB



TIGER RECRUITMENT TIMELINE





IMPACT AND ACHIEVEMENTS

Since becoming a B Corp, Tiger Recruitment has made significant progress in each of the five impact areas: environment, governance, customers, community, and workers. Employee engagement has improved, and we are encouraging all teams to contribute to the continuous improvement of the business.

Our internal B Corp committee provides staff with opportunities to share feedback on our progress and potential innovations through constructive discussions and surveys. The B Corp team meets every month with our DEI, charity, marketing and wellness representatives, to brainstorm new ways to improve our social and environmental impact.

1. ENVIRONMENT

We are committed to working towards a more sustainable and regenerative planet:

Green Offices: Our London offices are working to minimise their environmental impact in several ways. In our London City office, we have relocated to a building with a BREEAM 'Excellent' rating, which demonstrates a strong commitment to sustainable best practices. In addition, Tiger Recruitment's West End Head Office has achieved Planet Mark certification and is reducing their carbon footprint by 5%

annually. The office has a 'zero waste to landfill' plan, uses 100% renewable energy and certified carbon-neutral gas at all locations, and is committed to reaching net zero emissions by 2030.

Minimising Transport: We support employees in using local gyms through our extensive fitness benefits, which cover the entire city to minimise public transport use. Additionally, our cycle-to-work scheme helps staff reduce their carbon footprint while commuting.



2. GOVERNANCE

Tiger Recruitment is committed to upholding ethical principles in all aspects of recruitment. Our interactions with employees, clients, partners, and the wider community are guided by values of transparency, accountability, and integrity.

Value alignment: The five B Corp pillars are directly aligned with our existing business values of excellence, integrity, dedication, gravitas, and positivity. We are committed to upholding high standards, honesty, and transparency in all of our daily actions, and strive to be experts in everything we do, setting an example and inspiring others.

Improving accessibility: We have redesigned our candidate registration process to enhance accessibility for neurodivergent users, ensuring an inclusive and fair process for all candidates.

Financial advice: Our podcast 'From the Tiger's Mouth' provided advice in an episode focused on helping businesses and employees navigate the cost-of-living crisis. In the episode, we collaborated with finance experts to offer practical tips for HR managers to support their staff during times of financial hardship.

Client feedback: We collate expertise to support our online material. Our marketing team conducts an annual salary survey and hosts quarterly roundtable discussions to inform new resources that are relevant and valuable.

Tiger Recruitment is committed to upholding ethical principles in all aspects of recruitment





3. CUSTOMERS

Our recruitment services at their core must support the common good. We promote best hiring practices by sharing expert advice and thought leadership to enhance our clients' hiring processes. In doing so, we are dedicated to encourage our consultants, clients, and online audiences to uphold fair and ethical recruitment practices.

Podcast insights: Our monthly podcast '[From the Tiger's Mouth](#)' was established in 2021 with the goal of discussing current issues related to recruitment practices and sharing insights on hiring and retaining diverse teams. Recent episodes have covered topics such as [gender equity in management](#), [empowering neurodivergent individuals in the workplace](#), and [promoting employee well-being](#).

Events: Tiger Recruitment hosts various thought leadership and networking events throughout the year for employers and jobseekers. Our annual Interview and Selection Masterclass promotes best hiring practices, whilst our quarterly roundtable events have covered a wide range of topics, from [gender equity](#) to [harnessing the power of AI](#) and [fostering inclusive workplaces](#).

Resources: Our downloadable resources help our clients to attract and retain top talent and build productive teams. Tiger Recruitment's annual [Salary Survey](#) benchmarks salary changes year-on-year to promote fair pay. Additionally, our recent [Ultimate Guide on How to Hire a PA](#) encourages clients to prioritise career progression opportunities for business support staff.



4. COMMUNITY

Tiger Recruitment has a far-reaching impact, extending beyond workers and employers to positively influence the wider community through charitable giving and the creation of strong, diverse communities:

Supporting schools: This year, we were delighted to introduce a new charity partner: Business2Schools. The organisation connects businesses with UK state schools to donate unwanted furniture and technology, helping to enhance infrastructure and improve access to technology. Tiger Recruitment's CSR Committee recently hosted a virtual CV and careers workshop, sharing advice on CV and interview best practice.

Humanitarian support: We are continuing to work with our longer-term charitable partner, the Helen Bamber Foundation: a remarkable human rights charity dedicated to aiding survivors of trafficking and torture. Through hosting events, staff volunteering, and donation drives, we were able to raise £3,739.70 to contribute to their mission in 2023. With at least 40,000 survivors in the UK alone, and countless more worldwide, we are proud to support the Foundation's crucial work.

Volunteering: Employees at Tiger Recruitment are encouraged to volunteer with our charitable partners. We increased our total volunteer days to 22 last year, equating to a full-time member of staff for one month.

Diversity in management: Tiger Recruitment employs a diverse workforce, with a majority-female management team. We are proud to inspire future female leaders, and recently discussed the impact of gender inclusivity in leadership.



THE FIRST JUNIOR SCHOOL WE HELPED SAW THEIR SATS RESULTS GO ABOVE NATIONAL AVERAGE FOR THE FIRST TIME. IF WE SAVE A CLASSROOM 10 MINUTES WAITING FOR OLD TECH TO LOAD, THEY GET 6 EXTRA LESSONS A YEAR. THESE ARE FANTASTIC MEASURES OF THE WIDER BENEFITS OF THESE DONATIONS.

LINDSEY PARSLOW,
CHIEF EXECUTIVE OF BUSINESS2SCHOOLS

BY JOINING THE HELEN BAMBER FOUNDATION'S JOURNEY, YOU STAND ALONGSIDE SURVIVORS OF TRAFFICKING AND TORTURE. IF WE WORK TOGETHER, WE CAN SUPPORT MORE SURVIVORS GAIN SAFE AND HEALTHY INDEPENDENCE.

HELEN BAMBER FOUNDATION





In 2024, we were recognised as a Sunday Times Best Place to Work in the UK.

5. WORKERS

We actively support staff career progression, constantly seeking opportunities for their development and growth within the organisation. Tiger Recruitment also provides various health initiatives to ensure employees' wellbeing.

Renewed employee benefits: We have reviewed and updated our employee benefits package, which now includes extended maternity, paternity, and adoption leave, improved pension benefits, and a tiered holiday scheme to reward long-term employees.

Wellbeing representatives: Tiger Recruitment has taken proactive steps to prioritise the wellbeing of its staff by assigning dedicated wellbeing representatives. They organise initiatives and competitions on a monthly basis,

all designed to promote and enhance staff wellbeing. Some of these initiatives include reading challenges, step challenges, and various other activities aimed at fostering a healthy and positive work environment for all employees.

Award-winning workplace: We ranked 47th in Newsweek's 2023 UK's Top 100 Most Loved Workplaces, based on surveys of over 600,000

employees across the UK. Additionally, we were recognised as one of the Sunday Times Best Places to Work in 2024.

Mental Health First Aid: In 2024, we appointed a mental health first aid officer within the business. The officer is trained to identify mental illness among employees and provide assistance and signposting to the appropriate support.



THE FUTURE

Whilst Tiger Recruitment has made significant progress in our business practices, we recognise that there is still more work to be done to improve our operations. Our primary areas of focus include organisational diversity, supplier management, and employee development.

DEI ambassadors: We are actively engaged in a collaborative effort with our DEI ambassadors to implement strategies that will strengthen the diversity of our internal teams. This includes initiatives to foster an inclusive environment, increase representation, and promote equity within our organisation.

Charity ambassadors: Our Charity ambassadors are focussed on providing additional time, support, and organising fundraising events for our charitable partners this year. We work with our partners on a long-term basis to ensure more sustainable support and to strengthen our working relationships.

Staff engagement: Our B Corp Committee works hard to ensure that all staff members are held accountable for upholding our current standards. Additionally, they plan new initiatives to engage with our international offices. We are spreading the word across the organisation about why we should be proud to be B Corp-certified and how we should continually work to maintain our certification.



Supplier sourcing: We are committed to ensuring that all of our suppliers share our values. Tiger Recruitment aims to prioritise B Corp-certified or environmentally sustainable suppliers when conducting business. However, due to the cost-of-living crisis, our options have been restricted over the past year. As the economy improves, we will be placing greater emphasis on supplier management.

Employee development: We are currently working to provide additional training to our staff to support their professional development within the organisation. In addition, we are creating clearer career progression paths for all teams at Tiger Recruitment to ensure that everyone has the opportunity to advance.



FINAL WORD

The B Corp journey is an exciting and ongoing process for us at Tiger Recruitment. We take great pride in the progress we have achieved in transforming both our internal operations and external engagements to align with our commitment to making a positive social and environmental impact. By placing a strong emphasis on fostering positive change, we have successfully reconnected our employees with the core values and principles that underpin our company.

We remain committed to enhancing our internal committees to ensure that we uphold our standards and meet our objectives. Through this, we aim to establish robust oversight over our initiatives related to charity volunteering, sustainability, DEI, employee welfare, and our benefits schemes. This ongoing development and oversight are crucial to the continued success and impact of our B Corp journey.





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